

DCMA

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Labor Relations/Executive Development

Presented By:

Thomas Brunk, Deputy Director

June 20, 2000

- Recent events

- *AFGE Briefed - Limited info - 11/99*
- *Business Area Meeting - 12/99*
- *Meeting 1/00*
- *Partnership meeting - 3/00*
- *AFGE National Briefed - 3/00*
- *Memo signed 3/27/2000*
- *DLA/DCMA informed 3/31/2000*
- *AFGE meeting - 5/9/00*

Council 169

- Organization structure - Complete
- Policies and procedures - ongoing
- General Order #1 and 2 - Complete
- Establish DLA-DCMA MOU - ongoing
- Establish appendix to identify functions/people - June 2, 2000
- Notify employees of transfer; coordinate notice with local - June 6, 2000
- Document genesis of DCMA from last certificate - in progress
- Prepare petition - Sep 00
- Meetings with FLRA and interested parties
- File petition - Oct 00
- FLRA process and issues decision - up to 12+ months



Prospective AFGE COUNCIL - DCMA

- **Victoria Ostry -- President**
 - **Joyce James -- Exec Vice President**
 - **Virginia Hemingway -- Secretary**
 - **John Billings -- Treasurer**
 - **Shirley Reilly -- DCMDE Vice President**
 - **Robert Vilbig -- DCMDE Vice President**
 - **Dale Petty -- DCMDW Vice President**
 - **Stephen Gorski -- DCMDW Vice President**
 - **Janiece Szelak -- DCMDI Vice President**
- DCM Chicago**
 - DCM Boeing Canoga Park**
 - DCM Van Nuys**
 - DCM Wichita**
 - DCM Philadelphia**
 - DCM Northrup Grumman**
 - DCM Boeing Thiokol**
 - DCM Raytheon Tucson**
 - DCM Lockheed Martin**

Our Workforce

Major Job Skills

	GS-03xx General Admin	GS-08xx Engineers	GS-11xx Business & Industry	GS-19xx Quality	Other Series	All Job Series
1	2	0	0	0	0	2
2	3	0	0	0	1	4
3	29	0	1	0	0	30
4	75	0	19	0	4	98
5	270	0	210	0	35	515
6	250	0	515	0	30	795
7	287	3	156	1	65	512
8	15	0	0	0	15	30
9	78	0	126	37	34	275
10	1	0	0	0	0	1
11	265	7	1,549	2,708	104	4,633
12	582	705	1,350	494	160	3,291
13	129	102	799	88	64	1,182
14	28	18	275	8	54	383
15	8	2	61	1	14	86
SES	0	0	4	0	0	4
All Grades	2,022	837	5,065	3,337	580	11,841

Union Affiliation

AFGE	7,257
NFFE	1,187
NAGE	1,294
Mgmt/Ineligible/Other	2,103
Total	11,841

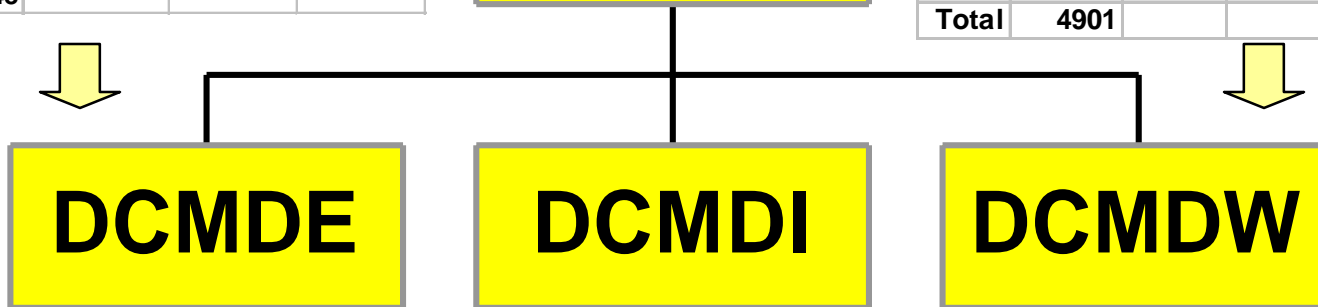


AFGE & Other Union Affiliations

AFGE Council

Union	People	Locals	Type Agreement
AFGE	3329	12	District Supplement
NAGE	1226	9	Master Agreement
NFFE	890	5	Local Only
Other	803		
Total	6248		

Union	People	Locals	Type Agreement
			District Supplement/ 2 Locals
AFGE	3833	17	
NAGE	68	1	Local Only
NFFE	184	1	Local Only
Other	816		
Total	4901		



Union	People	Locals	Type Agreement
AFGE	234	1	Local Only
Other	394		
Total	628		

Former DSDC Personnel
in Columbus - 57 AFGE
in DLSC local

HQ DCMA & DCMDI CONUS STAFF

- **DCMA master agreement**
- **DCMA partnership agreement/council**
- **Policy at HQ & Districts/CMOs implement**
- **Practical number of labor/mgmt reps**
- **Periodic labor management meetings (locals)**
- **Consistent treatment for all employees**
- **7106(b)(1) - Talk issues**



Executive Development Board (EDB)

Established November 1999

Membership

DCMA Deputy Director (Chairman)
Executive Director, Financial and Business Operations
Executive Director, Contract Management Operations
Executive Director, Program Integration
Executive Director, Human Resources
Chief Information Officer
Special Programs Representative
DCMDE, DCMDW, and DCMDI Deputy Commanders

Workforce Team Chief (non-voting Executive Secretary)

Schedule

Monthly meetings

EDB Primary Roles:

1. Guide Development Programs

- Review and choose DCMA sponsored opportunities
- Provide input on DoD programs (DLAMP as an example)
- Select candidates for DCMA opportunities
- Endorse Agency nominees for DoD programs
- Energize support for high priority initiatives like the Intern Program

2. Plan Developmental Assignments

- Evaluate senior management vacancies for potential match with the career needs of employees graduating from major DCMA programs
- Establish policy for placing employees both entering and graduating from the DCMA Intern Program

3. Manage Command High Grade Positions

- Formulate Agency strategy for meeting high grade controls
- Evaluate high grade vacancies for potential career broadening reassignments
- Review and approve high grade selection decisions

CMO Responsibilities

- **Support rotational work assignments both internal and external to the CMO**
- **Ensure all employees have Individual Development Plans (IDPs) that reflect valid training needs rather than wish lists**
- **Encourage high performing employees to serve as mentors for their junior colleagues**

Development Programs

- **Nominate your best and brightest employees for DCMA and DoD opportunities**
- **Ensure the specific program is appropriate for the individual and included within their IDP**
- **Tailor supervisory and CMO Commander endorsements to explain how the employee and DCMA will benefit from the training**
- **Endorsements should relate to the program**